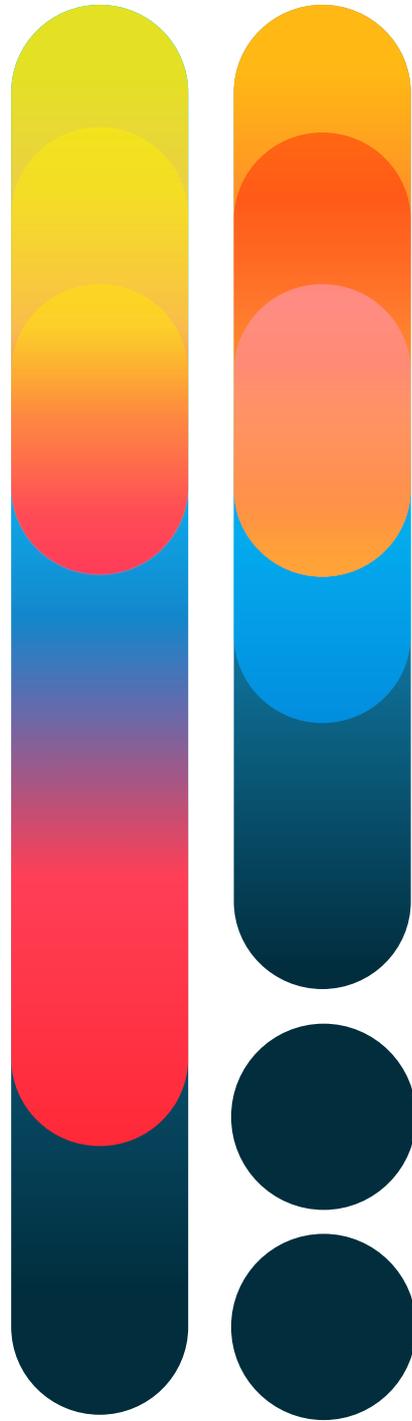


20  
22



# Student Outcomes Report

A summary of the successes of our 2022 alumni.

# Introduction

In 2013, Lighthouse Labs was launched to equip students with the skills they need to find fulfilling careers in tech and ensure that tech-enabled change is a source of opportunity for all. Each year we release our Students Outcome Report to celebrate our student's successes and acknowledge progress in our mission even as we seek innovative ways of enhancing the tech education landscape.

It takes a leap of faith to switch careers as well as incredible commitments in time and resources. We prepare this report carefully, using data to examine student outcomes - employment rates, salary, and jobs obtained post-graduation - to give prospective students the data they need to make an informed decision and demonstrate their dreams of a tech career are achievable.

This year, it is more important than ever to publish these outcomes, as it is no secret that layoffs and cuts have occurred in some pockets of the tech industry. Still, despite the disruptions, our students continue to achieve high success rates post-graduation. 85% of our 2022 graduates have found employment in relevant tech roles, and 82% did so within 180 days of graduation. The world continues its march toward a digital future. Despite seasonal economic disruptions, there will always be opportunities for highly skilled tech professionals.

In exciting news, we launched the Data Analytics program this year. By examining our Data Science outcomes and talking to our students, we discovered that many taking the program were interested in Data Analytics, with a significant number (47%) going on to find work as Data Analysts. This signalled a gap in the job market and our program offering, which we intend to fill with the new program. In addition, we also rolled out our [Flex Initiative](#) across all programs (Data Analytics, Data Science and Cyber Security), which had only been available in the Web Development Program. This means our students now have a choice of delivery options and the opportunity to tailor their learning experience to fit their lives.

The Lighthouse Labs story will be ten years this year, and it's been a wild and fulfilling journey. We've had tremendous successes and a meaningful impact on the lives of the students who come to us seeking to change their stories. There have also been missteps, but in all we do, we take stock and learn lessons, and remain committed to the next decade of transforming the lives and careers of our students. Join Us!

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**82%**

of 2022 alumni were placed in a role within 180 days.

**85%**

of all 2022 alumni found employment

**\$58,549**

the total average starting salary for 2022 alumni

# Today, our 2022 alumni are working at...



And hundreds more!



*"Lighthouse has done a great job priming the students we've hired with a great learning mindset; lean on your research and googling, ask for help before you churn, and be hungry for more and deeper knowledge."*

- Daniel Huss, Head of Mentorship at Pixeltree

[Read more on the blog](#)

# Our outcomes-centric student experience

## Our educational approach sets students up for success in their careers after our programs

Our programs are designed to equip students with the skills - both technical and soft - that will position them for the best opportunities in a fast-paced industry. Our curriculums are continuously updated to align with the latest tech trends and based on feedback from students, teachers, alums, and the wider tech community. Our curriculums, coupled with our community-driven approach to education puts our students in the mindset of a tech professional from the start and has contributed significantly to the very impressive outcomes of our students.



### Beyond the lecture

We teach our students how to think about, approach, and break down problems. Once they learn how to think, they can easily translate the concepts into real world scenarios.



### On-demand mentorship

We expose our students to mentors with diverse teaching styles, backgrounds, and expertise. This creates a professional network they can learn from and lean on after graduation.



### Build a portfolio

Upon graduation, our students would have completed enough projects to create a portfolio showcasing their skills. To conclude the program, students present their final projects to potential employers and the Lighthouse Labs community at Demo Day.



## Graduation rate

In 2022, we had an overall graduation rate of about 87% across all programs. Our programs require motivation, determination, hard work, and resilience. Still, as demonstrated in this report, hard work pays off as our alums find fulfilling work in new and exciting careers in tech.

# Personalized job-searching support

Our Career Services team supports our students during and after our programs to help them sharpen their job-searching skills and transition careers.

Their services include:

- Career coaching
- Interview & resume prep
- National + localized networking
- Pulse on the industry
- Workshops to get students job-ready
- Resume editing
- 1:1 career consultation
- Connecting students with employers

**578**  
of job seekers  
were supported by  
Career Services in  
2022

Behind the scenes, Employer Partnership Managers (EPMs) network with employers, checking requirements and recommending students based on interests, passion and abilities. Next to the Career Service Advisors working directly with our students during this time, EPMs are instrumental in engaging employers - managing existing relationships even as they work hard to continue to expand our network and industry alliances.

**4000+**

employers in our network, including TD, Accenture, Ledcor, ICBC, Canadian Tire, CIBC, KPMG, PWC, CBC Radio, and Wealthsimple.

**Career Services are for life:** Whether you're a recent grad, an alumnus experiencing unemployment, or looking to jump to a senior position and need guidance, Lighthouse Labs will be there for you. CAREER SERVICES ARE FOR LIFE, and you'll always have the team at your demand when you're ready to make your next tech career move.



*"As someone transitioning from another industry to the Tech industry, Lighthouse Labs definitely prepared me for it. From beginning till getting a job, I got the right support and knowledge to get me started. During the middle of bootcamp and especially at the end of it, the career services team will take over and really help you out! I worked with the team and really felt that they're here for you in your journey."*

- Francisco Ocampo, LHL Alumni

# Web Development Outcomes

Students graduate from our Web Development Programs with a diploma and the fundamental knowledge, real-world experience, and critical soft skills they need to launch a rewarding career as a full-stack developer.

Despite global challenges in the tech sector in the past year, we are pleased to report that **85%** of our 2022 Web Development graduates found positions in relevant roles, and **82%** did so within 180 days of active job-seeking. A closer examination\* of the industry layoffs last year has revealed that non-technical roles comprised a large portion of positions affected, with demand for engineering remaining high and significant opportunities opening up at small and mid-sized companies and startups, and tens of thousands of job openings for developer roles across Canada.

Our Web Development graduates' outcomes include our 12-week Bootcamp and 30-Week Flex Program graduates. Both delivery formats share the same curriculum and objectives and are presented as one.

\*[Betakit](#), Aug 2022.

[Learn more about the Web Development Program.](#)



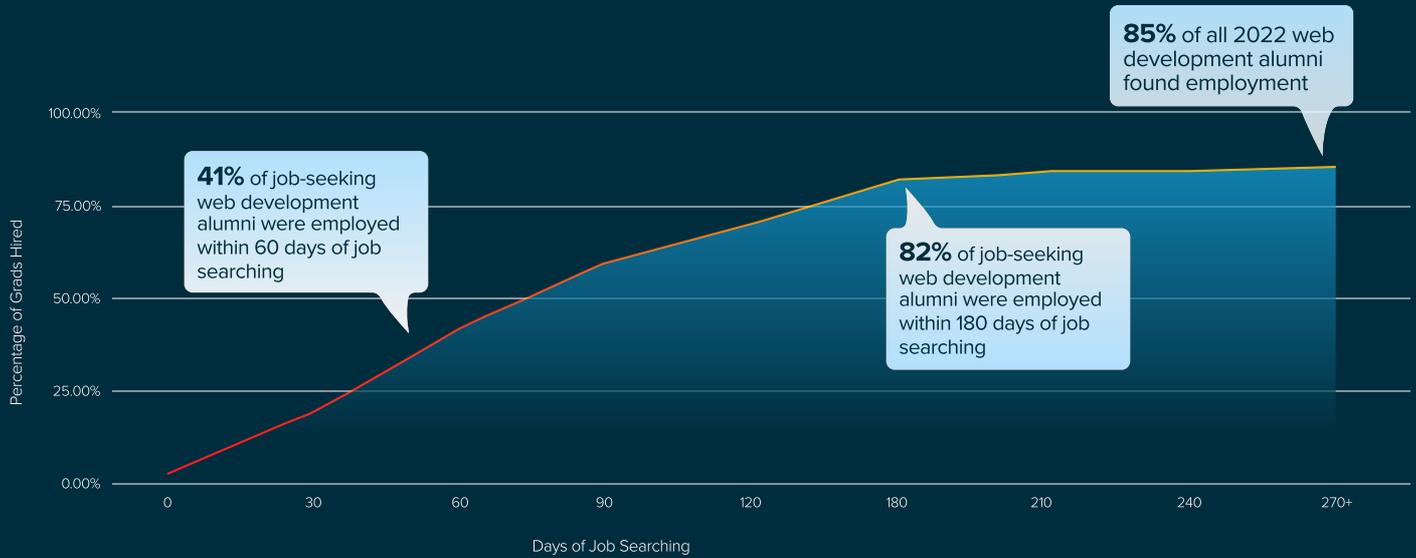
*"Lighthouse Labs labs taught me a lot about software development, but one of the most important things it taught me was how to think like a developer. How to take complex ideas and break them down into pieces that could be communicated across different parts of software development such as QA, design and art teams."*

-Jashan Khela, a Lighthouse Labs Alumnus who currently works as a Game Developer at Hyper Hippo

[Read more on the blog](#)

# Web Development Outcomes

## Employment Rate



## Salary Breakdown

**\$58,245.58**

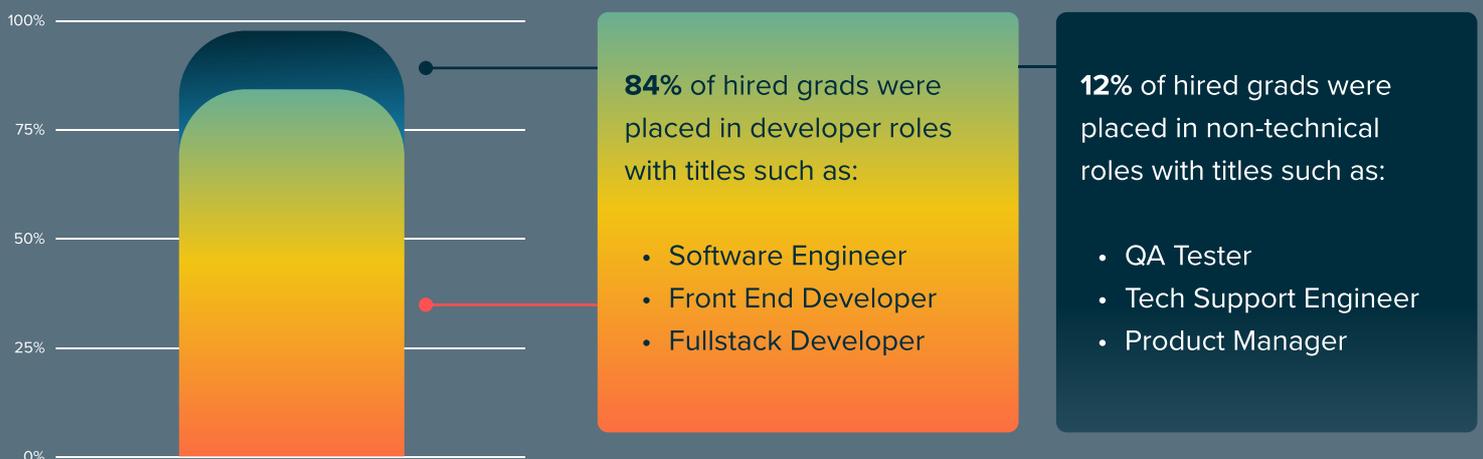
The average starting salary for our web development alumni.

- 21% of graduates earn <\$50,000
- 32% of graduates earn \$50,000 - \$59,000
- 25% of graduates earn \$60,000 - \$69,000
- 17% of graduates earn >\$70,000

## Employment Status



## Employment Function



# Data Science Outcomes



Data continues to play an increasingly important role in our modern lives. As organizations across industries turn to data for revenue and impactful decision-making, the demand for skilled data professionals is set to rise exponentially.

Students graduate from our Data Science Programs with a diploma and the fundamental knowledge in coding, math, machine learning, and data engineering needed to launch a career in Data Science.

**Data Science now comes in Flex. Learn more!**

Despite the economic stresses in 2022, we are pleased to announce that **86%** of job-seeking Data Science graduates found relevant positions within the industry, and **81%** did so within 180 days of active job search.

By focusing on their long-term goals and leveraging the training received at Lighthouse Labs, our students are finding long-term success in careers in the data industry.

Lighthouse Labs has launched a separate Data Analytics Program, available in an 8-week Bootcamp and an 18-week Flex Program

[Learn more](#)



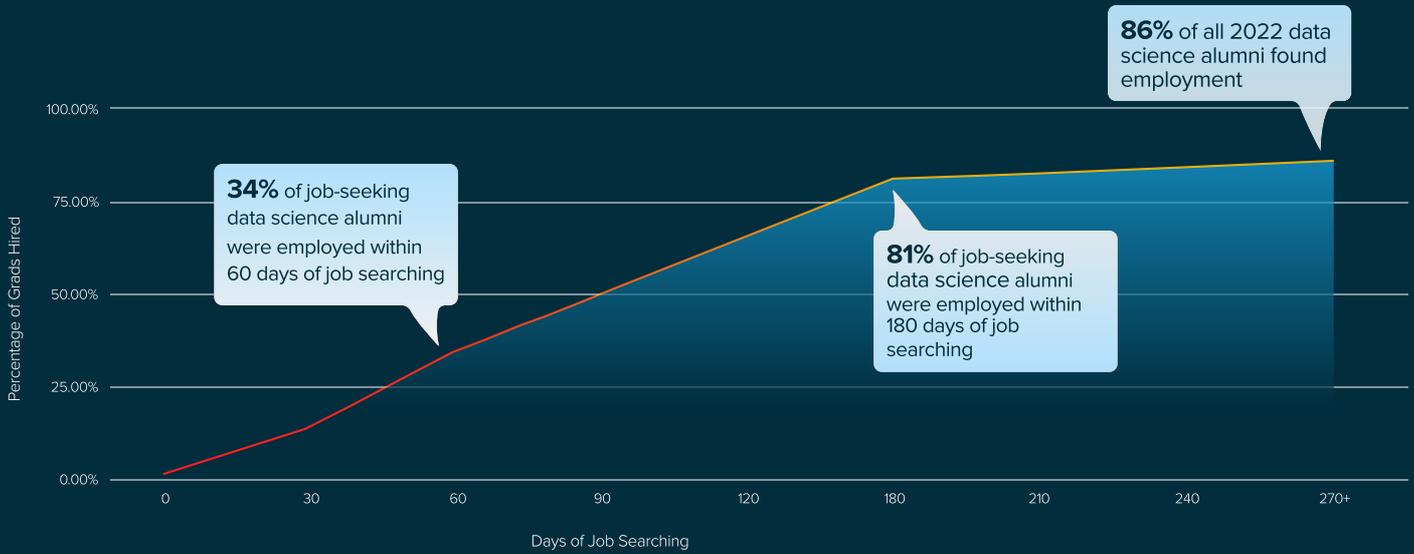
*"It wasn't just theory - there were a lot of assignments and projects, and we got a lot of help prepping for interviews. The program tested our knowledge to see where we were in our learning journey. It was also clear what we would need to know on the job."*

- Olivia Kim, a Lighthouse Labs Alumnus who is now a Marketing Data Analyst

**Read more on the blog**

# Data Science Outcomes

## Employment Rate



## Salary Breakdown

**\$60,780.55**

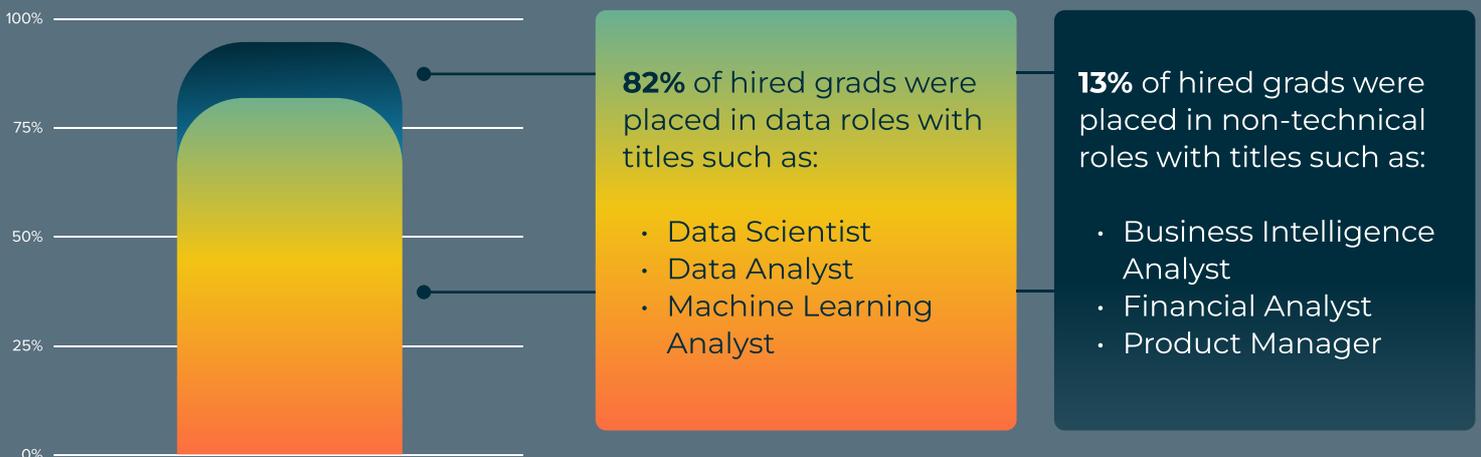
The average starting salary for our data science alumni.

- 20% of graduates earn <\$50,000
- 35% of graduates earn \$50,000 - \$59,000
- 24% of graduates earn \$60,000 - \$69,000
- 22% of graduates earn >\$70,000

## Employment Status



## Employment Function



# Cyber Security Outcomes

2022 saw a series of high-profile cyber security breaches hit the news headlines. According to [The State of Security 2022 Report](#), 49% of organizations suffered a data breach over the past two years, up from 39% in the previous year. The report also estimates the average annual cost of downtime tied to cybersecurity attacks for organizations today at about \$33.6 million. Companies and organizations are finally beginning to realize the importance of digital security and making moves to shore up their digital security defences - translating to a rising demand for skilled cyber security professionals and making cyber security one of several resilient areas for new tech investment in a more cautious economic environment.

Students graduate from our Cyber Security Programs with a diploma and the fundamental knowledge, skills and training needed to pre-empt and respond to cyber security threats in new careers as cyber security professionals.

**Cyber Security now comes in Flex. Learn more!**

In 2022, **89%** of Cyber Security graduates found employment in relevant cyber security positions, and **83%** did so within 180 days of graduation. If there has ever been a time to pursue a passion for protecting and defending organizations from cyber attacks and protecting sensitive customer and user data, it's now.

Read on to see how our 2022 graduates worked to close the talent gap for cybersecurity in Canada.



*"One of the tools I learned about in the Bootcamp, the URL decoder, is part of my standard daily toolkit. And other skills are used regularly, like Kali Linux, networking, and how networks become compromised."*

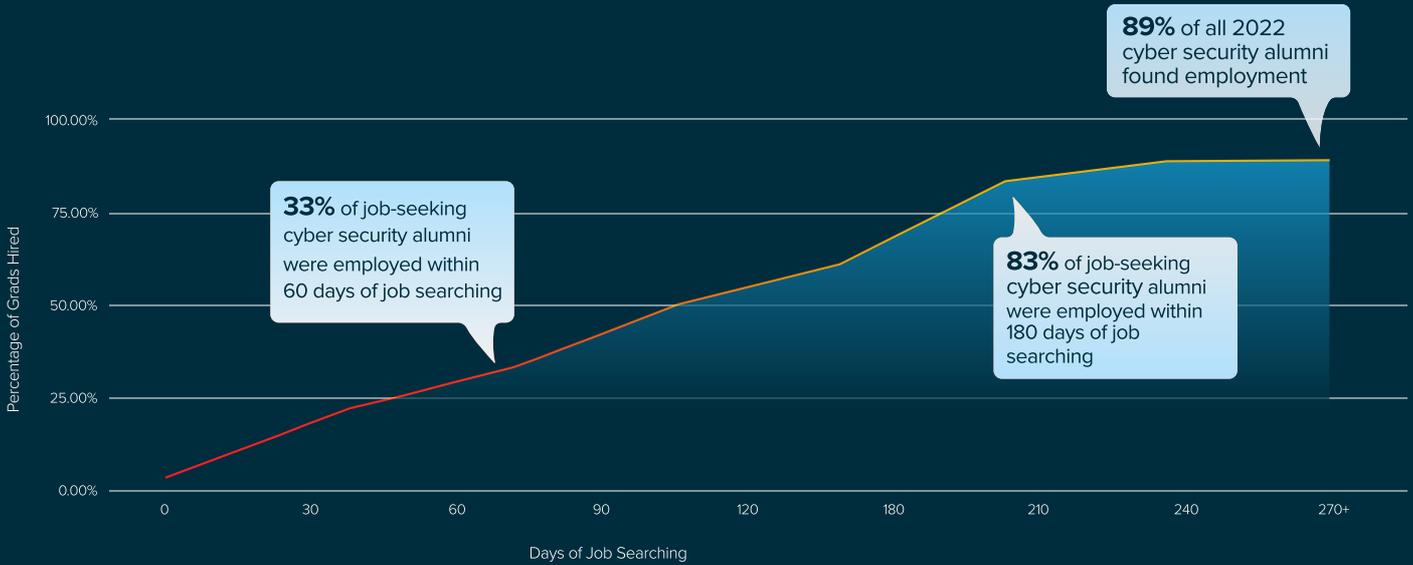
- Tracy Copeland, Lighthouse Labs Alumnus

**Read more on the blog**

# Cyber Security Outcomes



## Employment Rate



## Salary Breakdown

**\$56,520.00**

The average starting salary for our cyber security alumni.

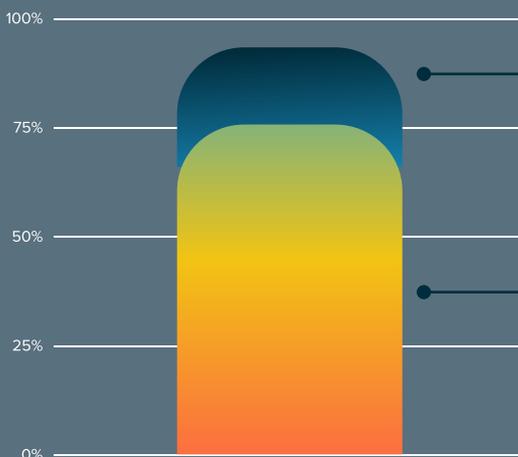
- 19% of graduates earn <\$50,000
- 35% of graduates earn \$50,000 - \$59,000
- 24% of graduates earn \$60,000 - \$69,000
- 22% of graduates earn >\$70,000

## Employment Status



No one was placed in an internship or co-op placement.

## Employment Function



**75%** of hired grads were placed in cyber security roles with titles such as:

- Security Specialist
- Penetration Tester
- Digital Forensic Examiner

**19%** of hired grads were placed in non-technical roles with titles such as:

- Data Protection Officer
- Policy Writer
- Project Manager

# Closing remarks

Thank you for reading our Student Outcomes Report! 2022 was unquestionably challenging, given the state of the market. Still, it was also a year our graduates broke barriers, overcame challenges, and pursued their goals of landing their dream job in tech. If anything, the disruptions only solidified our belief that as long as we stay true to our mission of ensuring a high-quality tech education is accessible to all, our students will always be positioned for great careers in the tech field despite economic and seasonal downturns.

At Lighthouse Labs, we are committed to taking lessons learned and working with experts to ensure that our curriculums stay relevant - helping our students acquire the most in-demand skills by employers to enable them to stand out from the competition.

In 2023, we will continue to monitor the market closely. We are constantly seeking innovative and new ways of helping our students secure in-demand roles in Data Science, Data Analytics, Web Development, and Cyber Security in the future.

We will continue investing in a state-of-the-art Career Services team, our students' biggest champions, cheerleaders, and mentors during job searching. In 2023, we will focus on keeping an open dialogue with our community of alumni, students, instructors, mentors, and staff to keep learning, improving, and iterating on our approach to teaching.

If you have any questions about Lighthouse Labs or the contents of this report, we're here to help. Please drop us a note on our Contact Page or call us at 1-800-304-0599.



## Start your tech career today!

Web Development

Cyber Security

Data Science

Data Analytics

# Appendix

## Glossary

**Active job-seeker:** Program graduates who actively seek employment and conscientiously engage with Lighthouse Labs Career Services to become employed post-graduation.

**Non job-seeker:** Graduates who are not seeking employment for a variety of reasons including those who returned to the same employer or returned to being self-employed, who opted to go back to school instead, who didn't have a work visa, or who chose not to engage with Career Services.

**Job-seeking cycle:** The 180-day period after graduation from Bootcamp, in which continuous job searching occurs until the grad accepts a paid internship or a full-time job offer.

**In-field role:** An in-field role is one that involves the application of the technical skills and knowledge taught during the program. In-field web development roles require a clear understanding of programming languages, data structures, algorithms, and software development methodologies. In-field roles for data scientists require knowledge of database technologies, data platforms, statistical modelling, and machine learning. In-field roles for cyber security professionals require the use of digital security measures and protocols.

**Out-of-field role:** An out-of-field role for developers, data scientists, and cyber security professionals involves working in field-adjacent roles that don't require in-depth technical knowledge or skills but require strong communication skills, critical thinking, problem-solving, and project management skills.

**Starting salary:** Program graduates' incomes in their first full-time salaried role post-graduation, excluding internships.

**Internship:** A temporary paid employment contract for professionals beginning in their fields, with the potential to renew into a long-term position.

**Full-time employment:** A position of employment (contract, permanent or project-based) which is at least two months in term, with a minimum of 32 hours per week.

### Criteria for employment:

- Grad must be employed for 60 days
- Grad must be utilizing skills taught in the program
- The position must be full-time (at least 30hrs/per week)
- The position must be paid



## Data Considerations

**Reporting period:** Jan. 1, 2022 - March 14, 2023

For the purpose of this report, only students who organically enrolled into our programs were considered. Students who were enrolled in our programs due to a government-funded or corporate-funded initiative were excluded from the data analysis due to the variability in use cases such as intent going into the program and the extent of interaction with our Career Services team.

## Career Services Overview

	Web Development Bootcamp	Web Development Flex	Web Development Combined	Cyber Security Bootcamp	Data Science Bootcamp	Total
Total Graduates	503	159	662	41	101	804
Active Job Seeker	372	94	466	30	82	578
Employed before or at 180 days <sup>1</sup>	82.08%	80.00%	81.72%	83.33%	81.25%	81.72%
Total employed during job-seeking cycle	85.34%	84.62%	85.22%	88.89%	85.94%	85.46%
Holds	20	7	27	4	5	36
Non job-seeker	97	55	152	7	14	174
<b>Non job-seeker reasons breakdown</b>						
Returned to School <sup>2</sup>	2	2	4	1	2	7
Returned to employer <sup>3</sup>	18	8	26	2	1	30
Without work visa <sup>4</sup>	6	1	7	0	0	7
DIY <sup>5</sup>	34	39	73	0	7	80
MIA <sup>6</sup>	32	2	34	3	4	41
NJS - Other <sup>7</sup>	5	3	8	1	0	9
<b>Salary distribution of hired graduates</b>						
<50K	22.90%	14.55%	21.45%	18.75%	20.00%	21.13%
50-59K	30.15%	43.64%	32.49%	43.75%	34.55%	33.25%
60-69K	25.19%	23.64%	24.92%	18.75%	23.64%	24.48%
>70K	17.18%	16.36%	17.03%	12.50%	21.82%	17.53%
Unknown <sup>8</sup>	4.58%	1.82%	4.10%	6.25%	0%	3.61%
Starting average salary	\$58,280.07	\$58,085.93	\$58,245.58	\$56,520.00	\$60,780.55	\$58,549.17
Starting median salary	\$55,000.00	\$55,000.00	\$55,000.00	\$55,000.00	\$57,600.00	\$55,000.00

Employment Status						
Full Time	98.47%	100.0%	98.74%	100.0%	98.18%	98.97%
Internship	1.53%	0.00%	1.26%	0.00%	1.82%	1.03%
Employment Function						
In-Field	86.6%	74.55%	84.23%	75.00%	82%	83.51%
Out-of-Field	11.83%	20.00%	13.25%	18.75%	12.73%	13.40%
Unknown <sup>8</sup>	1.91%	5.45%	2.52%	6.25%	5.45%	3.09%

<sup>1</sup> Refers to days of participating in the job-seeking cycle.

<sup>2</sup> Students who decided to pursue further education after the program.

<sup>3</sup> Students who took the program in order to upgrade their skills and returned to their employer prior to the program.

<sup>4</sup> Students who were not authorized or not available to work in Canada.

<sup>5</sup> In 2022, we ran a test pilot that allowed students to opt out of Career Services for a decreased program cost. This pilot ended in March 2022 and will not continue moving forward.

<sup>6</sup> Students who decided not to engage with the Career Services team or were unresponsive to at least three direct emails and/or phone communications from the Career Services team over a period of no less than 30 days.

<sup>7</sup> Other qualified non job-seekers that do not fall within the defined categories of reasons.

<sup>8</sup> Not all hired graduates reported their salary or specifics on their job function.

Career services may put job seekers on hold when they need to pause their job search for various reasons. If a hold lasts less than 30 days or begins between 150 to 180 days after graduation, the days on hold are subtracted from the total days of active job seeking. If a hold lasts longer than 30 days or begins before the 150 day mark after graduation, the job cycle is reset to 0 once the job seeking is resumed. Such interruptions can include personal circumstances, such as health issues, family responsibilities, or other life events that require their attention and make it difficult to continue their job search. They may also be put on hold in order to re-assess their skills, interests, and options before resuming their search, or need to build their resume and portfolio before applying to jobs. We saw an increase in holds in 2022 due to students wanting to pause their job search to take a vacation after the program as a result of the COVID pandemic and travel restrictions winding down.

Web Development students are taught the exact same curriculum and get the same Career Services, regardless of whether they did the Flex or Immersive Bootcamp program. The only difference between the two is the delivery method itself with Flex being part-time and Immersive being full-time. The reason we see slightly lower employment rates for Flex students is not due to the program itself, but rather due to the nature of the students that opt for this option. Their job search naturally takes slightly longer because similarly to how they do not have the ability to dedicate themselves to full-time studies, they also cannot dedicate themselves to full-time job searching the way our Immersive students do.



# Breakdown of employment rates during the job-seeking cycle

Web Development Bootcamp		
Days of active job seeking	Hired	Cumulative percentage of grads hired
0	3	0.98%
30	49	16.94%
60	69	39.41%
90	58	58.31%
120	36	70.03%
180	37	82.08%
210	6	84.04%
240	1	84.36%
270+	3	85.34%

Web Development Flex		
Days of active job seeking	Hired	Cumulative percentage of grads hired
0	5	7.69%
30	13	27.69%
60	15	50.77%
90	8	63.08%
120	3	67.69%
180	8	80.00%
210	2	83.08%
240	0	83.08%
270+	1	84.62%

Web Development Combined		
Days of active job seeking	Hired	Cumulative percentage of grads hired
0	8	2.15%
30	62	18.82%
60	84	41.40%
90	66	59.14%
120	39	69.62%
180	45	81.72%
210	8	83.87%
240	1	84.14%
270+	4	85.22%

Data Science Bootcamp		
Days of active job seeking	Hired	Cumulative percentage of grads hired
0	1	1.56%
30	8	14.06%
60	13	34.38%
90	10	50.00%
120	10	65.63%
180	10	81.25%
210	1	82.81%
240	1	84.38%
270+	1	85.94%

Cyber Security Bootcamp		
Days of active job seeking	Hired	Cumulative percentage of grads hired
0	1	5.56%
30	3	22.22%
60	2	33.33%
90	3	50.00%
120	2	61.11%
180	4	83.33%
240	1	88.89%
270+	0	88.89%



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